

Exhibit 10a

Exhibit 10a

United
Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry

United entered bankruptcy 12/9/02, exited bankruptcy 2/1/06.
Pay cuts/restructuring began after bankruptcy filing.

Captain - Largest Narrowbody TOS Hourly Pay

	Equipment	Prior To UA Rxx	1st UA Rxx (Interim Pay Cut) 1/1/2003	2nd UA Rxx 5/1/2003	3rd UA Rxx 1/1/2005
United	B757	242.55	172.21	169.79	149.75
Alaska*	B737	181.95	181.95	189.23	196.80
American	B757	195.64	195.64	149.68	163.76
Continenta	B757	178.66	178.66	178.66	178.66
Delta	B757	244.97	244.97	256.00	180.57
Northwest	B757	208.49	208.49	208.49	186.97
US Airways	B757	185.98	171.10	164.17	144.02
United Rank in Peer Group		2	6	5	6

***Notes**

Alaska operates only B737 narrowbody aircraft.

Exhibit 10a

United

**Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry**

Exhibit 10b

Exhibit 10b

United

**Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry**

United entered bankruptcy 12/9/02, exited bankruptcy 2/1/06.

Pay cuts/restructuring began after bankruptcy filing.

F/A - Domestic TOS Hourly Pay

	Prior To UA Restructuring	1st Restructuring (Interim Pay Cut) 12/31/2002	2nd Restructuring 5/1/2003	3rd Restructuring 1/7/2005
United	45.02	41.35	40.97	37.08
Alaska*	47.95	47.95	47.95	47.95
American	49.12	49.12	42.70	43.34
Continental	46.87	46.87	46.87	48.15
Delta*	43.78	43.78	43.78	44.60
Northwest	46.51	46.51	46.51	49.10
US Airways East*	40.24	40.24	38.23	32.43
United Rank in Peer Group	5	6	6	6

***Notes**

Alaska - Trip rates have been converted to hourly rates on the basis of 1 trip = 52.66 minutes.

Delta - Maximum longevity premium included above: 7/1/04 - \$0.80/hr, 1/1/05 - \$0.72/hr.

US Airways East - 4/1/03 - \$38.23/hr rate reflects temporary 5% pay deferral for Iraq war.

Exhibit 10b

United

**Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry**

Exhibit 11

Exhibit 11

United

**Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry**

*United entered bankruptcy 12/9/02, exited bankruptcy 2/1/06.
Pay cuts/restructuring began after bankruptcy filing.*

A&P Mechanic - TOS Hourly Pay Including Maximum License Premium

	Prior To UA Rsx	1st UA Rsx (Interim Pay Cut) 1/10/2003	2nd UA Rsx 5/1/2003	3rd UA Rsx 2/1/2005
United*	33.54	29.52	29.22	26.74
Alaska*	27.87	27.87	27.87	27.87
American*	34.52	34.52	30.25	30.63
Continental*	32.80	32.80	32.80	32.80
Delta*	33.47	33.47	33.47	30.13
Northwest*	33.39	33.39	33.39	35.44
US Airways East*	27.21	27.21	26.00	24.77
United Rank in Peer Group	2	5	5	6

***Notes**

United - Maximum longevity premium included above: \$0.30/hr 3/14/02, 1/10/03 and 5/1/03; \$0.27/hr 2/1/05.

Alaska - Maximum longevity premium included above: \$0.25/hr.

American - Maximum longevity premium included above: 3/1/02 - \$0.30/hr.

Continental - Maximum longevity premium included above: \$1.00/hr.

Delta - Maximum longevity premium included above: 3/16/02 - \$0.45/hr, 1/1/05 - \$0.41/hr .

Northwest - Maximum longevity premium included above: 5/11/02 and 5/11/04 - \$0.25/hr.

US Airways East - Maximum longevity premium included above: 7/1/02 and 4/1/03 - \$0.15/hr;

\$26.00/hr rate on 5/1/03 reflects temporary 5% pay deferral for Iraq war.

Fleet Service - TOS Hourly Pay

	Prior To UA Rsx	1st UA Rsx (Interim Pay Cut) 1/10/2003	2nd UA Rsx 5/1/2003	3rd UA Rsx 1/6/2005
United*	23.69	20.27	20.65	18.55
Alaska*	19.70	20.80	20.80	20.80
American*	23.01	23.01	23.69	20.24
Continental	20.65	20.65	20.65	21.50
Delta*	21.77	21.77	21.77	19.58
Northwest*	20.35	20.35	20.35	20.35
US Airways East*	19.64	19.64	18.67	15.55
United Rank in Peer Group	1	6	4	6

***Notes**

United - Maximum longevity premium included above: \$0.30/hr 5/14/02, \$0.15/hr 1/10/03, \$0.30/hr 5/1/03; \$0.27/hr 1/6/05

Alaska - Maximum longevity premium included above: \$0.20/hr.

American - Maximum longevity premium included above: \$0.30/hr.

Delta - Maximum longevity premium included above: 4/1/00 - \$0.35/hr, 1/1/05 - \$0.31/hr.

Northwest - Maximum longevity premium included above: \$0.15/hr.

US Airways East - Maximum longevity premium included above: \$0.15/hr.

\$18.67/hr rate on 5/1/03 reflects temporary 5% pay deferral for Iraq war.

Exhibit 12

Exhibit 12

Delta
Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry

*Delta entered bankruptcy 9/14/05, exited bankruptcy 4/30/07.
Pay cuts/concessions began before bankruptcy filing.*

Captain - Largest Widebody TOS Hourly Pay

	Equipment	Prior To DL Rxx	1st Rsxt Prior to DL Bnk 12/1/2004	2nd Rsxt - After DL Bnk 12/15/2005
Delta	B777	319.61	215.73	185.53
Alaska*	--	--	--	--
American	B777	192.98	192.98	195.87
Continental	B778	203.79	203.79	185.65
Northwest*	B747	273.15	232.18	176.69
United	B777	202.85	202.85	178.91
US Airways East	A330	159.56	159.56	159.56
Delta Rank in Peer Group		1	2	3

***Notes**

Alaska operates no widebody aircraft.

Northwest's closest comparable aircraft was the 747-200.

Captain - Largest Narrowbody TOS Hourly Pay

	Equipment	Prior To DL Rxx	1st Rsxt Prior to DL Bnk 12/1/2004	2nd Rsxt - After DL Bnk 12/15/2005
Delta*	B757	267.52	180.57	155.29
Alaska*	B737	196.80	196.80	153.79
American	B777	163.76	163.76	166.22
Continental	B757	178.66	178.66	162.76
Northwest	B757	219.96	186.97	142.28
United	B757	169.72	169.72	149.75
US Airways East	B757	144.02	144.02	144.02
Delta Rank in Peer Group		1	3	3

***Notes**

Alaska operates only B737 narrowbody aircraft.

Exhibit 12

Delta
Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry

F/A - Domestic TOS Hourly Pay

	Prior To DL Restructuring	1st Restructuring Prior to DL BK 1/1/2005	2nd Restructuring After DL BK 11/1/2005
Delta*	49.56	44.60	39.49
Alaska*	42.09	42.09	42.09
American	43.34	43.34	43.99
Continental	48.15	48.15	48.15
Northwest	49.10	49.10	49.10
United	40.97	40.97	37.08
US Airways East	41.05	32.43	37.59
Delta Rank in Peer Group	1	3	5

***Notes**

Delta - Maximum longevity premium included above: 7/1/04 - \$0.80/hr, 1/1/05 - \$0.72/hr.

Alaska - Trip rates have been converted to hourly rates on the basis of 1 trip = 52.66 minutes.

A&P Mechanic - TOS Hourly Pay Including Maximum License Premium

	Prior To DL Rxs	1st Rsxt - Prior to Bnk 1/1/2005	2nd Rsxt - After Bnk 11/1/2005
Delta*	33.47	30.13	27.64
Alaska*	27.87	27.87	31.12
American	30.63	30.63	31.01
Continental*	32.80	32.80	31.51
Northwest*	35.44	35.44	26.53
United*	29.66	29.66	28.51
US Airways East*	22.50	22.50	24.77
Delta Rank in Peer Group	2	4	5

***Notes**

Delta - Maximum longevity premium included above: 3/16/02 - \$0.45/hr, 1/1/05 - \$0.41/hr .

Alaska - Maximum longevity premium included above: 12/15/02 - \$0.25/hr, 9/19/05 - \$0.25/hr.

Continental - Maximum longevity premium included above: \$1.00/hr.

Northwest - Maximum longevity premium included above: 5/1/04 - 0.25/hr

United - Maximum longevity premium included above: 5/1/04 - \$0.30/hr, 6/1/05 - \$0.30/hr.

US Airways East - Maximum longevity premium included above: 10/18/04 - \$0.15/hr.

Exhibit 12

Delta
Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry

Fleet Service - TOS Hourly Pay

	Prior To DL Rxx	1st Rsxt - Prior to Bnk 1/1/2005	2nd Rsxt - After Bnk 11/1/2005
Delta*	21.77	19.58	17.54
Alaska*	20.80	20.80	20.80
American*	20.24	20.24	20.54
Continental	21.50	21.50	19.40
Northwest*	20.35	20.35	20.35
United*	20.96	20.96	19.82
US Airways East*	15.55	15.55	17.00
Delta Rank in Peer Group	1	6	6

*Notes

Delta - Maximum longevity premium included above: 4/1/00 - \$0.35/hr, 1/1/05 - \$0.31/hr .

Alaska - Maximum longevity premium included above: 1/10/03 - \$0.20/hr.

American - Maximum longevity premium included above: \$0.30/hr.

Northwest - Maximum longevity premium included above: \$0.15/hr.

United - Maximum longevity premium included above: 5/1/04 - \$0.30/hr, 7/1/05 - \$0.30/hr.

US Airways East - Maximum longevity premium included above: 10/18/04 - \$0.15/hr.

Exhibit 13

Exhibit 13

Northwest
Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry

Northwest entered bankruptcy 9/14/05, exited bankruptcy 5/31/07.

Pay cut(s) for Pilots and A&P Mechanics began prior to bankruptcy filing.

Pay cut for F/As and Fleet Service occurred after bankruptcy filing.

Captain - Largest Widebody TOS Hourly Pay

	Equipment	Prior To NW Rst	1st Rstx Prior to NW Bnk 12/1/2004	2nd Rstx - After NW Bnk 11/16/2005
Northwest*	B747	273.15	232.18	176.69
Alaska*	--	--	--	--
American	B777	192.98	192.98	195.87
Continental	B777	203.79	203.79	185.65
Delta	B777	319.61	215.73	215.73
United	B777	202.85	202.85	178.91
US Airways East	A330	159.56	159.56	159.56
Northwest Rank in Peer Group		2	1	5

***Notes**

Alaska operates no widebody aircraft.

Northwest's closest comparable aircraft was the 747-200.

Captain - Largest Narrowbody TOS Hourly Pay

	Equipment	Prior To NW Rst	1st Rstx Prior to NW Bnk 12/1/2004	2nd Rstx - After NW Bnk 11/16/2005
Northwest	B757	219.96	186.97	142.28
Alaska*	B737	189.23	189.23	153.79
American	B757	163.76	163.76	166.22
Continental	B757	178.66	178.66	162.76
Delta	B757	267.52	180.57	180.57
United	B757	169.72	169.72	149.75
US Airways East	B757	144.02	144.02	144.02
Northwest Rank in Peer Group		2	2	7

***Notes**

Alaska operates only B737 narrowbody aircraft.

Exhibit 13

**Northwest
Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry**

F/A - Domestic TOS Hourly Pay

	Prior To NW Restructuring	NW Restructuring 11/16/2005
NW	49.10	38.94
Alaska*	47.95	47.95
American	43.99	43.99
Continental	48.15	48.15
Delta	39.49	39.49
United	37.08	37.08
US Airways East	37.59	37.59
Northwest Rank in Peer Group	1	5

***Notes**

Alaska - Trip rates have been converted to hourly rates on the basis of 1 trip = 52.66 minutes.
Delta - Maximum longevity premium included above: 7/1/04 - \$0.80/hr, 1/1/05 - \$0.72/hr.

A&P Mechanic - TOS Hourly Pay Including Maximum License Premium

	Prior To NW Rsx	NW Rsx 8/20/2005
Northwest*	36.14	26.53
Alaska*	27.87	27.87
American	31.01	31.01
Continental*	31.51	31.51
Delta*	30.13	30.13
United*	28.51	28.51
US Airways East	24.77	24.77
Northwest Rank in Peer Group	1	6

***Notes**

Northwest - Maximum longevity premium included above: 5/10/05 - \$0.25/hr.
Alaska - Maximum longevity premium included above: \$0.25/hr.
Continental - Maximum longevity premium included above: \$1.00/hr.
Delta - Maximum longevity premium included above: \$0.41/hr.
United - Maximum longevity premium included above: \$0.30/hr.

Exhibit 13

Northwest
Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry

Fleet Service - TOS Hourly Pay

	Prior To NW Rsx	NW Rsx 11/16/2005
Northwest*	20.35	16.51
Alaska*	20.80	20.80
American*	20.54	20.54
Continental	19.40	19.40
Delta	17.54	17.54
United*	19.82	19.82
US Airways East*	16.30	16.30
Northwest Rank in Peer Group	3	6

***Notes**

Northwest - Maximum longevity premium included above: \$0.15/hr.

Alaska - Maximum longevity premium included above: \$0.20/hr.

American - Maximum longevity premium included above: \$0.30/hr.

United - Maximum longevity premium included above: \$0.30/hr.

US Airways East - Rate shown is average of rate for Class I (\$17.00) and Class II cities (\$15.60).

Exhibit 14

Exhibit 14

US Airways East
Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry

*US Airways East entered first bankruptcy 8/11/02, exited first bankruptcy 3/31/03;
US Airways East entered second bankruptcy 9/12/04, exited second bankruptcy 9/27/05.
Pay cuts/concessions began before first bankruptcy filing.*

Captain - Largest Widebody TOS Hourly Pay

	Equipment	Prior To US Rsx	1st US Rsx 7/1/2002	2nd US Rsx 1/1/2003	Temporary Wage Deferral for Iraq War 4/1/2003	3rd US Rsx 10/15/2004
US Airways East*	A330	328.95	205.85	189.38	179.91	159.56
Alaska*	--	--	--	--	--	--
American	B777	229.86	229.86	229.86	229.86	192.98
Continental	B777	203.79	203.79	203.79	203.79	203.79
Delta	B777	292.67	292.67	292.67	292.67	319.61
Northwest*	B747	247.75	247.75	258.91	258.91	273.15
United	B777	289.78	289.78	205.74	205.74	202.85
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US Airways East Rank in Peer Group		1	5	6	6	6

*Notes

Alaska operates no widebody aircraft.

Northwest's closest comparable aircraft was the 747-200.

Captain - Largest Narrowbody TOS Hourly Pay

	Equipment	Prior To US Rsx	1st US Rsx 7/1/2002	2nd US Rsx 1/1/2003	Temporary Wage Deferral for Iraq War 4/1/2003	3rd US Rsx 10/15/2004
US Airways East*	B757	252.55	185.98	171.10	162.55	144.02
Alaska*	B737	181.95	181.95	181.95	181.95	196.80
American	B757	195.64	195.64	195.64	195.64	163.76
Continental	B757	178.66	178.66	178.66	178.66	178.66
Delta	B757	244.97	244.97	244.97	244.97	267.52
Northwest	B757	199.51	199.51	208.49	208.49	219.96
United	B757	242.55	242.55	172.21	172.21	169.79
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US Airways East Rank in Peer Group		1	5	7	7	7

*Notes

Alaska operates only B737 narrowbody aircraft.

US Airways East
Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry

F/A - Domestic TOS Hourly Pay

	Prior To US Restructuring	1st Restructuring 7/1/2002	2nd Restructuring (Temp. Wage Deferral) 4/1/2003	3rd Restructuring 10/16/2004
US Airways East*	44.07	40.24	38.23	32.43
Alaska*	42.09	42.09	42.09	42.09
American	49.12	49.12	50.59	43.34
Continental	45.59	45.59	45.59	45.59
Delta*	43.78	43.78	43.78	44.60
Northwest	46.50	46.50	46.50	49.10
United	45.02	45.02	41.35	40.97
US Airways East Rank in Peer Group	5	7	7	7

***Notes**

US Airways East - Maximum longevity premium included above: 11/1/01 - \$0.14/hr (\$12/month).

Alaska - Trip rates have been converted to hourly rates on the basis of 1 trip = 52.66 minutes.

Delta - Maximum longevity premium included above: 7/1/04 - \$0.80/hr, 1/1/05 - \$0.72/hr.

A&P Mechanic - TOS Hourly Pay Including Maximum License Premium

	Prior To US Rxs	1st US Rxs 7/1/2002	Temporary Wage Deferral for Iraq War 4/1/2003	2nd US Rxs 10/18/2004
US Airways East*	28.98	27.21	26.00	22.50
Alaska*	26.09	26.09	27.87	27.87
American*	34.52	34.52	34.91	30.63
Continental*	30.22	30.22	32.80	32.80
Delta*	33.47	33.47	33.47	33.47
Northwest*	33.39	33.39	33.39	35.44
United*	33.54	33.54	29.52	29.66
US Airways East Rank in Peer Group	6	6	7	7

***Notes**

US Airways East - Maximum longevity premium included above: \$0.15/hr.

Alaska - Maximum longevity premium included above: \$0.25/hr.

American - Maximum longevity premium included above: 3/1/02, 3/1/03 - \$0.30/hr.

Continental - Maximum longevity premium included above: 1/1/03 - \$1.00/hr.

Delta - Maximum longevity premium included above: \$0.45/hr.

Northwest - Maximum longevity premium included above: \$0.25/hr.

United - Maximum longevity premium included above: \$0.30/hr.

Exhibit 14

US Airways East
Top of Scale (TOS) Pay Rates Pre- and Post- Bankruptcy
Compared to Industry

Fleet Service - TOS Hourly Pay

	Prior To US Rsx	1st US Rsx 7/1/2002	Temporary Wage Deferral for Iraq War 4/1/2003	2nd US Rsx 10/18/2004
US Airways East*	21.34	19.64	18.67	15.55
Alaska*	19.70	19.70	20.80	20.80
American*	23.01	23.01	23.69	20.24
Continental	20.00	20.65	20.65	21.50
Delta*	21.77	21.77	21.77	21.77
Northwest*	19.86	19.86	20.35	20.35
United*	23.69	23.69	20.27	20.96
US Airways East Rank in Peer Group	4	7	7	7

***Notes**

US Airways East - Maximum longevity premium included above: \$0.15/hr.

Alaska - Maximum longevity premium included above: \$0.20/hr.

American - Maximum longevity premium included above: \$0.30/hr.

Delta - Maximum longevity premium included above: \$0.35/hr.

Northwest - Maximum longevity premium included above: \$0.15/hr.

United - Maximum longevity premium included above: 5/14/02 - \$0.30/hr, 1/10/03 - \$0.15/hr, 5/1/04 - \$0.30/hr.

Exhibit 15

Exhibit 15

Selected Mainline Pilot Work Rules– Pre- and Post-Bankruptcy

Delta

- Entered BK September 14, 2005
- Exited BK April 30, 2007

- Restructuring began with LOA 46 in December 2004
- Last Restructuring was LOA 51 in April 2006

Provision	Prior to Restructuring	Post Restructuring
Duty Rig	1:2 / 1:1.75 [2001-2005 CBA §12.M]	No change
Trip Rig	1:3.5 [2001-2005 CBA §12.N]	No change
Min Day Rig	Variable, between 4-6 hrs 5 hr average [2001-2005 CBA §12.J]	5:15 average [2006-2010 CBA §12.J]
Min Guarantee	LH – Cap minus 10 hrs Res – Cap minus 5 hrs [2001-2005 CBA §4.B; §4.D]	LH – 65 hrs Res – 70 hrs [2006-2010 CBA §4.B; §4.C]
Monthly Scheduling Max	75 hrs (80 hrs in flex month) [2001-2005 CBA §12.B]	89.5 hrs [2006-2010 CBA §22.C; §23.A.22; §23.A.2]
Vacation Pay – LH	Trips missed [2001-2005 CBA §7.G.1]	3:00/day [2006-2010 CBA §7.G.1]

Exhibit 15

Selected Mainline Pilot Work Rules– Pre- and Post-Bankruptcy

Northwest

- Entered BK September 14, 2005
- Exited BK May 31, 2007

- Restructuring began in October 2004
- Last Restructuring was in March 2006

Provision	Prior to Restructuring	Post Restructuring
Duty Rig	1:2 / 1:1.75 [1998-2002 CBA §4.B]	1:2 [2006 Restructuring; Attachment A]
Trip Rig	1:3.5 [1998-2002 CBA §4.B]	1:3.75 [2006 Restructuring; Attachment A]
Min Day Rig	4:15 [1998-2002 CBA §4.B]	4:15 single duty period 5:00 average [2006 Restructuring; Attachment A]
Min Guarantee	LH – Cap minus 12 hrs Res – Cap minus 5 hrs (min 75 hrs) [1998-2002 CBA §4.A]	LH – 68 hrs Res – 75 hrs [2006 Restructuring; Attachment A]
Monthly Scheduling Max	75 to 81 hrs (84 hrs in flex month) [1998-2002 CBA §12.B]	80 to 88 hrs (90 hrs in flex month) [2006 Restructuring; Attachment A]
Vacation Pay – LH	3:30/day [1998-2002 CBA §7.D]	2:48/day [2006 Restructuring; Attachment A]

Exhibit 15

Selected Mainline Pilot Work Rules– Pre- and Post-Bankruptcy

United

- Entered BK December 9, 2002
- Exited BK February 1, 2006

- Restructuring began in December 2002
- Last Restructuring was LOA 05-02 in June 2005

Provision	Prior to Restructuring	Post Restructuring
Duty Rig	1:2 / 1:1.75 [2000-2004 CBA §5.G.3]	Widebody – 1:2 / 1:1.75 Narrowbody – No duty rig [2003 Restructuring Attachment D]
Trip Rig	1:3.5 [2000-2004 CBA §5.G.3]	Widebody – 1:4 Narrowbody – No trip rig [2003 Restructuring Attachments C & D]
Min Day Rig	5 hrs average [2000-2004 CBA §5.G.3]	Widebody – 5 hrs average Narrowbody – Monthly “lookback” at 5 hrs average (trips actually flown, DH or standby) or 4.5 hrs (per day worked (flying, sick, standby) [2003 Restructuring Attachment D]
Min Guarantee	75 hrs (77 hrs in flex month) [2000-2004 CBA §3.B.4]	LH – 65 hrs Res – 70 hrs [2003 Restructuring Attachments A & D]
Monthly Scheduling Max	81 hrs (83 hrs in flex month) [2000-2004 CBA §20.C.1.f]	Widebody – 89 hrs Narrowbody – 95 hrs [2003 Restructuring Attachments C & D]
Vacation Pay – LH	Trips missed [2000-2004 CBA §11.C; §5.E.2]	2:48/day [2003 Restructuring “Vacation Override]

Exhibit 15

Selected Mainline Pilot Work Rules– Pre- and Post-Bankruptcy

US Airways

- Entered BK1 August 11, 2002
- Exited BK1 March 31, 2003
- Entered BK2 September 12, 2004
- Exited BK2 September 27, 2005

- Restructuring began in July 2002
- Last Restructuring was LOA 93 in October 2004

Provision	Prior to Restructuring	Post Restructuring
Duty Rig	1:2 / 1:1.75 [1998-2003 CBA §12.J]	1:2.25 / 1:2 [LOA 84 Attachment A]
Trip Rig	1:3.5 [1998-2003 CBA §12.J]	No change
Min Day Rig	Variable, between 4-6 hrs 5 hr average [1998-2003 CBA §12.J]	5 hrs average [LOA 84 Attachment A]
Min Guarantee	LH – 71 hrs Regular Res – 72 hrs Short Call Res – 76 hrs [1998-2003 CBA §4]	No change
Monthly Scheduling Max	85 hrs (Limited flex with concurrence) [1998-2003 CBA §12.A; §25.B; Ltr 11]	85 / 90 / 95 hrs [LOA 93 “Work Rules”]
Vacation Pay – LH	7+ days – 4:00/day <7 days – 2:50/day [1998-2003 CBA §7.C]	3:45/day [LOA 93 “Vacation”]

Exhibit 16

Exhibit 16

Pilot Defined Benefit Plans – Pre- and Post-Bankruptcy

Provision	Prior to Restructuring	Post Restructuring
Delta	Yes [2001-2005 CBA §26.A]	Terminated [2006-2010 CBA §26.A]
Northwest	Yes [1998-2002 CBA Letter 30]	Frozen ¹
United	Yes [2000-2004 CBA LOA 91-13; LOA 00-18]	Terminated ²
US Airways	Yes [1998-2003 CBA §28]	Terminated

¹ Debtors’ Motion Pursuant to Federal Rule of Bankruptcy Procedure 9019 for Approval of Compromise and for Relief Under Section 1113(c) of the Bankruptcy Code and Approval of Agreements with the Airline Pilots Association, International (“ALPA”) at 6 ¶ 13, In re Northwest Airlines Corp., No. 05-17930-alg (S.D.N.Y. May 31, 2006)

² Debtors’ Emergency Motion to Approve Agreement with PBGC at 1 ¶ 1, In re UAL Corp., No. 02-B-48191 (N.D. Ill. Apr. 26, 2005)

Exhibit 17

METHODOLOGY TO APPORTION REQUIRED SAVINGS BETWEEN WORK GROUPS - MAY 18TH ASK

	Pilots	Flight Attendants	Dispatchers	Salaried	Hourly
Step 1. Pinnacle contract provision mark-to-market					
<u>Wages</u>					
Pinnacle base wage-related costs per year	\$153,208,398	\$29,587,653	\$2,416,811	\$34,739,163	\$32,839,991
% wage-related costs are above (below) DCI average (in 2013)	6.0%	(0.5%)	(2.6%) -		(1.2%)
Value of cost disadvantage (advantage) vs. DCI average	\$9,192,504	(\$147,938)	(\$62,683) -		(\$394,080)
<u>Work rules</u>					
Value of work rule disadvantage (advantage) vs. DCI carriers	\$6,904,721	\$233,241			
Component of total 'ask' from mark-to-market	\$16,097,225	\$85,303	(\$62,683)	\$0	(\$394,080)

Step 2. Equitable distribution of additional savings according to relative size of cost base

Total additional ask required after mark-to-market*	\$17,094,673	\$3,497,869	\$294,022	\$4,369,376	\$4,898,098
Pinnacle cost base (SW&B all-in) per year	\$181,385,538	\$38,328,539	\$3,182,979	\$42,075,696	\$39,552,303
Additional ask as % of cost base	9.4%	9.1%	9.2%	10.4%	12.4%
Total ask excluding recent concessions	\$33,191,898	\$3,583,172	\$231,339	\$2,769,376	\$2,804,018
% of total ask	78.0%	8.4%	0.5%	6.5%	6.6%

* Includes recent concessions for Salaried and Hourly

Exhibit 18

Pilot Pay Comparison: Pinnacle Current vs OALs (CRJ900 and Comparable Equipment)

Captain

Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair*	Compass	GoJet*	Republic*	SkyWest*	DCI Avg	Pinnacle vs. DCI Avg (H/(L))
Union Amend. Date	ALPA	ALPA	ALPA	ALPA	IBT	IBT			
Effective Date	2/18/2016	11/20/2011	3/1/2011	4/1/2013	1/19/2013	10/17/2007			
Fleet	CRJ 900	CRJ 700-900	CRJ 900	E175	CRJ 700	E175/190			
Start	67.29	63.27	61.91	64.92	64.64	64.39		63.92	5.3%
2	69.32	65.24	63.83	67.07	66.22	68.17		66.25	4.6%
3	71.40	67.24	65.79	69.34	67.85	72.80		68.85	3.7%
4	73.53	69.33	67.85	71.48	69.51	75.07		70.88	3.7%
5	75.74	71.48	69.94	73.66	71.21	77.38		73.00	3.7%
6	78.01	73.69	72.09	75.92	73.33	79.78		75.24	3.7%
7	80.36	75.95	74.33	78.08	75.56	82.24		77.55	3.6%
8	82.77	78.30	76.64	80.47	77.86	84.79		79.87	3.6%
9	85.25	81.47	79.71	83.18	80.23	87.40		82.66	3.1%
10	87.82	84.74	82.93	85.98	82.69	90.13		85.55	2.7%
11	90.44	87.37	85.49	88.60	85.20	92.90		88.16	2.6%
12	93.15	90.06	88.13	91.35	88.00	96.20		91.04	2.3%
13	95.95	92.86	90.86	94.11	90.48	98.74		93.68	2.4%
14	98.81	95.72	93.67	96.97	93.24	101.80		96.60	2.3%
15	101.78	98.68	96.56	99.70	96.96	104.95		99.64	2.1%
16	103.54	101.65	99.46	102.26	96.96	108.09		102.05	1.5%
17	105.31	104.68	102.45	104.72	96.96	110.79		104.38	0.9%
18	107.32	107.83	105.57	107.17	96.96	113.56		106.77	0.5%
19	108.06	107.83	105.57	107.17	96.96	116.41		107.53	0.5%
20	108.89	107.83	105.57	107.17	96.96	119.32		108.39	0.5%

First Officer

Start	26.70	23.23	23.00	24.91	24.78	22.95		23.48	13.7%
2	36.99	39.14	38.09	36.19	32.32	30.88		36.02	2.7%
3	39.53	40.34	39.24	38.50	36.63	35.52		38.69	2.2%
4	41.16	41.59	40.47	40.07	37.70	36.62		39.94	3.1%
5	42.45	42.88	41.72	41.10	37.70	36.62		40.77	4.1%
6	43.84	44.21	43.01	42.10	37.70	36.62		41.59	5.4%
7	45.53	45.57	44.34	43.06	37.70	36.62		42.43	7.3%
8	46.71	46.98	45.72	43.93	37.70	36.62		43.28	7.9%
9	46.71	46.98	45.72	44.12	37.70	36.62		43.31	7.9%
10	46.71	46.98	45.72	44.25	37.70	36.62		43.33	7.8%

Future Increases	12/1/12 - 3.0% 12/1/13 - 2.0% 12/1/14 - 2.0% 12/1/15 - 2.0%	None	None	None	None	None	
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*NOTES

Comair - 71-76 seat pay rates apply only to CRJ-900/705, EMB-170/175 with maximum of 76 seats. If Comair intends to operate any of these aircraft with >76 seats, the pay rates will be renegotiated.

GoJet - GoJet provides rates for 55-80 seat range, but they do not fly the equipment.

Republic Airways CBA covers pilots for Republic Airlines, Chautauqua Airlines, Shuttle America and former Lynx Aviation

Exhibit 19

Captain

Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair*	Compass	GoJet*	Mesa	Republic*	SkyWest*	Trans States	OA Avg	Pinnacle vs. OA Avg (H/(L))
Union Amend. Date	ALPA	ALPA	ALPA	ALPA	IBT	ALPA	IBT		ALPA		
Effective Date	2/18/2016	11/20/2011	3/1/2011	4/1/2013	1/19/2013	12/10/2010	10/17/2007		7/1/2015		
Fleet	CRJ 900	CRJ 700-900	CRJ 900	E175	CRJ 700	CRJ 900	E175/190		51-78 Seat Turbojet		
Start	67.29	63.27	61.91	64.92	64.64	61.44	64.39		63.56	63.57	5.9%
2	69.32	65.24	63.83	67.07	66.22	63.32	68.17		66.05	65.86	5.3%
3	71.40	67.24	65.79	69.34	67.85	65.24	72.80		68.43	68.35	4.5%
4	73.53	69.33	67.85	71.48	69.51	67.21	75.07		70.70	70.40	4.4%
5	75.74	71.48	69.94	73.66	71.21	69.25	77.38		72.81	72.51	4.5%
6	78.01	73.69	72.09	75.92	73.33	71.30	79.78		75.02	74.72	4.4%
7	80.36	75.95	74.33	78.08	75.56	73.06	82.24		77.13	76.94	4.4%
8	82.77	78.30	76.64	80.47	77.86	75.30	84.79		79.43	79.24	4.5%
9	85.25	81.47	79.71	83.18	80.23	77.60	87.40		82.10	81.96	4.0%
10	87.82	84.74	82.93	85.98	82.69	79.95	90.13		84.83	84.76	3.6%
11	90.44	87.37	85.49	88.60	85.20	82.32	92.90		87.38	87.33	3.6%
12	93.15	90.06	88.13	91.35	88.00	84.82	96.20		90.14	90.15	3.3%
13	95.95	92.86	90.86	94.11	90.48	87.37	98.74		92.80	92.78	3.4%
14	98.81	95.72	93.67	96.97	93.24	90.02	101.80		95.65	95.66	3.3%
15	101.78	98.68	96.56	99.70	96.96	92.26	104.95		98.32	98.56	3.3%
16	103.54	101.65	99.46	102.26	96.96	94.56	108.09		100.40	100.90	2.6%
17	105.31	104.68	102.45	104.72	96.96	96.93	110.79		102.35	103.20	2.0%
18	107.32	107.83	105.57	107.17	96.96	99.35	113.56		104.48	105.56	1.7%
19	108.06	107.83	105.57	107.17	96.96	101.84	116.41		104.48	106.44	1.5%
20	108.89	107.83	105.57	107.17	96.96	104.39	119.32		104.48	107.40	1.4%

First Officer

Start	26.70	23.23	23.00	24.91	24.78	22.18	22.95		24.30	23.42	14.0%
2	36.99	39.14	38.09	36.19	32.32	29.71	30.88		35.63	35.19	5.1%
3	39.53	40.34	39.24	38.50	36.63	33.14	35.52		38.21	37.94	4.2%
4	41.16	41.59	40.47	40.07	37.70	34.56	36.62		39.89	39.26	4.8%
5	42.45	42.88	41.72	41.10	37.70	35.59	36.62		40.81	40.13	5.8%
6	43.84	44.21	43.01	42.10	37.70	36.43	36.62		41.64	40.95	7.1%
7	45.53	45.57	44.34	43.06	37.70	36.92	36.62		42.43	41.74	9.1%
8	46.71	46.98	45.72	43.93	37.70	37.43	36.62		43.07	42.52	9.9%
9	46.71	46.98	45.72	44.12	37.70	37.96	36.62		43.07	42.61	9.6%
10	46.71	46.98	45.72	44.25	37.70	37.96	36.62		43.07	42.63	9.6%

Future Increases	12/1/12 - 3.0% 12/1/13 - 2.0% 12/1/14 - 2.0% 12/1/15 - 2.0%	None	None	None	None	None	None		8/1/13 - 1.5% 8/1/14 - 1.5% 8/1/15 - 1.5%
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*NOTES

Skywest

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GoJet - GoJet provides rates for 55-80 seat range, but they do not fly the equipment.

Republic Airways CBA covers pilots for Republic Airlines, Chautauqua Airlines, Shuttle America and former Lynx Aviation

Exhibit 20

**Pilot Pay Comparison - Pinnacle Current vs DCI Carriers
(CRJ200 and comparable equipment)**

Captain

Airline	Pinnacle	ExpressJet - CRJ (Formerly ASA)	Comair	Republic*	SkyWest	DCI Avg	Pinnacle vs. DCI Avg (H/(L))
Union Amend. Date	ALPA	ALPA	ALPA	IBT			
Effective Date	2/18/2016	11/20/2011	3/1/2011	10/17/2007			
Fleet	CRJ 200	CRJ 200	CRJ - 200, EMB- 140/145	EMB145			
Start	62.86	56.95	58.18	55.74		57.63	9.1%
2	64.75	60.22	59.98	59.03		60.31	7.4%
3	66.70	64.31	61.81	63.04		63.51	5.0%
4	68.70	66.32	63.76	65.00		65.45	5.0%
5	70.74	68.35	65.72	66.99		67.48	4.8%
6	72.88	70.47	67.75	69.07		69.56	4.8%
7	75.07	72.65	69.84	71.21		71.75	4.6%
8	77.31	74.89	72.01	73.41		73.86	4.7%
9	79.63	77.19	74.23	75.66		76.21	4.5%
10	82.02	79.61	76.53	78.03		78.64	4.3%
11	84.48	82.07	78.90	80.45		81.05	4.2%
12	87.01	84.97	81.33	83.29		83.81	3.8%
13	89.62	87.21	83.85	85.49		86.14	4.0%
14	92.32	89.91	86.45	88.13		88.85	3.9%
15	95.09	92.70	89.11	90.86		91.55	3.9%
16	97.94	95.48	91.79	93.59		94.26	3.9%
17	100.88	97.86	94.54	95.92		96.78	4.2%
18	103.91	100.30	97.43	98.32		99.37	4.6%
19	103.91	100.30	97.43	100.78		100.38	3.5%
20	103.91	100.30	97.43	103.30		101.53	2.3%

First Officer

Start	26.70	23.23	23.00	22.95		22.80	17.1%
2	34.72	36.13	35.87	30.88		34.87	(0.4%)
3	37.85	38.58	36.97	35.52		37.47	1.0%
4	39.86	39.79	38.11	36.62		38.63	3.2%
5	41.10	41.01	39.29	36.62		39.56	3.9%
6	42.22	42.28	40.52	36.62		40.48	4.3%
7	43.42	43.59	41.78	36.62		41.45	4.8%
8	44.36	43.59	43.05	36.62		42.09	5.4%
9	44.36	43.59	43.05	36.62		42.09	5.4%

Future Increases	12/1/12 - 3.0% 12/1/13 - 2.0% 12/1/14 - 2.0% 12/1/15 - 2.0%	None		None	
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***NOTES**

Skywest

Comair - 71-76 seat pay rates apply only to CRJ-900/705, EMB-170/175 with maximum of 76 seats. If Comair intends to operate any of these aircraft, the pay rates will be renegotiated.

GoJet - GoJet provides rates for 55-80 seat range, but they do not fly the equipment.

Republic Airways CBA covers pilots for Republic Airlines, Chautauqua Airlines, Shuttle America and former Lynx Aviation